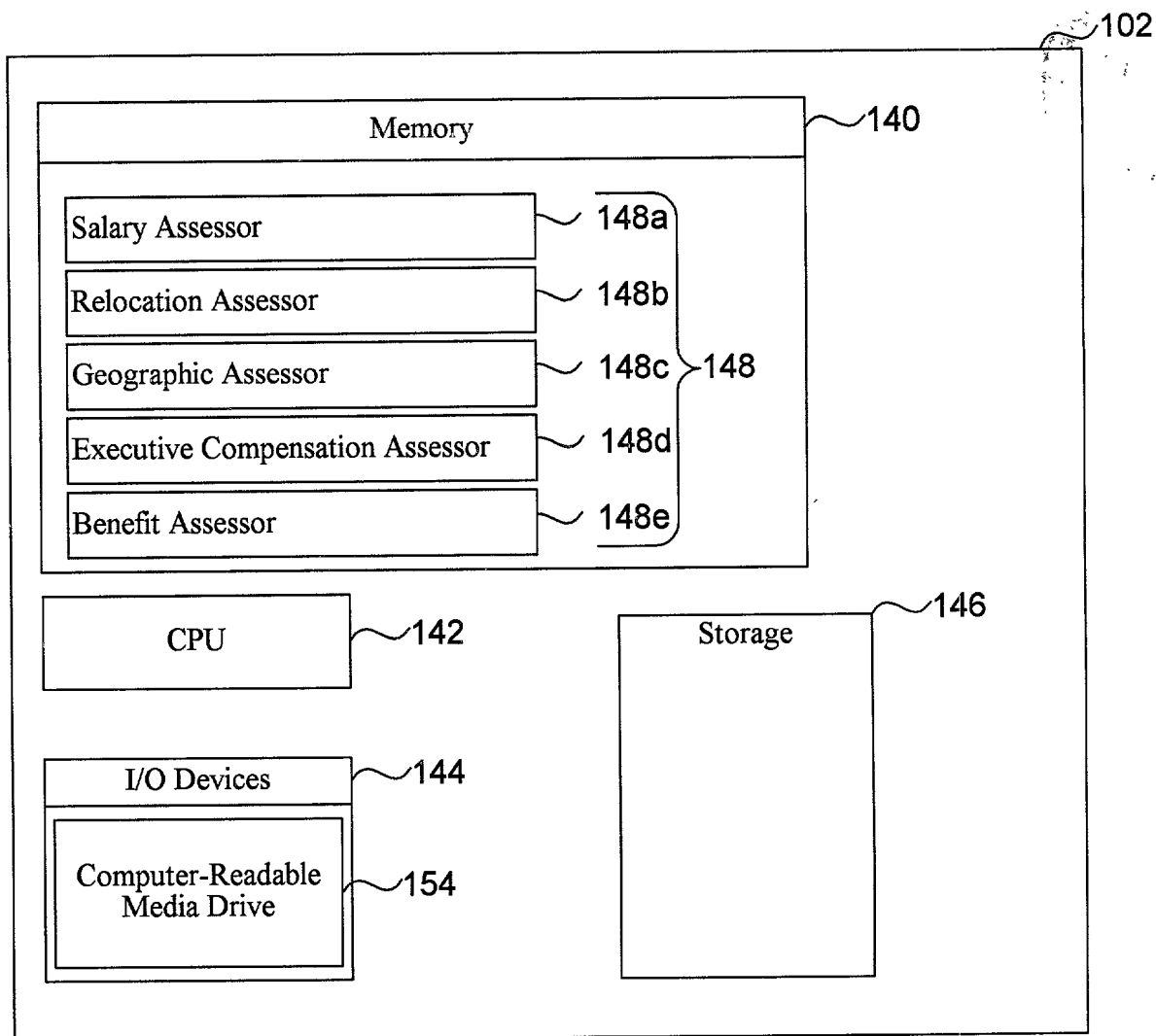
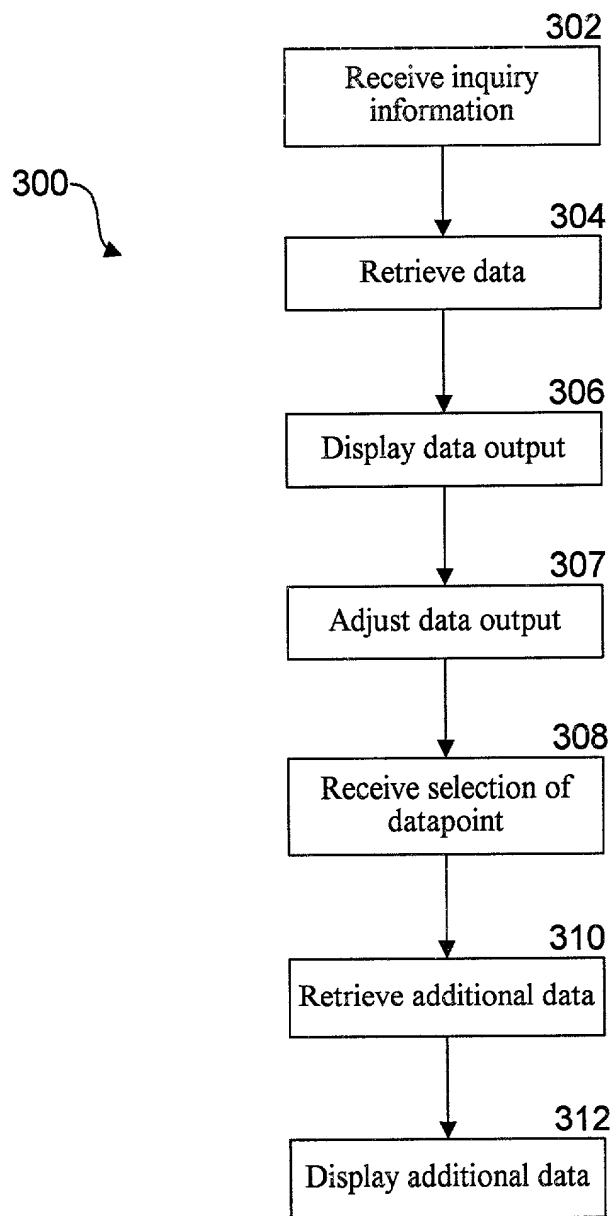



**Fig. 1**



**Fig. 2**



*Fig. 3*



**Executive Compensation Assessor**

Licensed to: Becky's Office PC Subscription Expires: 12/31/2001	Account #: 023439 LAN Users: 1
--	-----------------------------------

Data as of: July 1, 2001  
Data expires: December 31, 2001  
Loading 323 position titles. Please wait.

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400

*Fig. 4A*

408

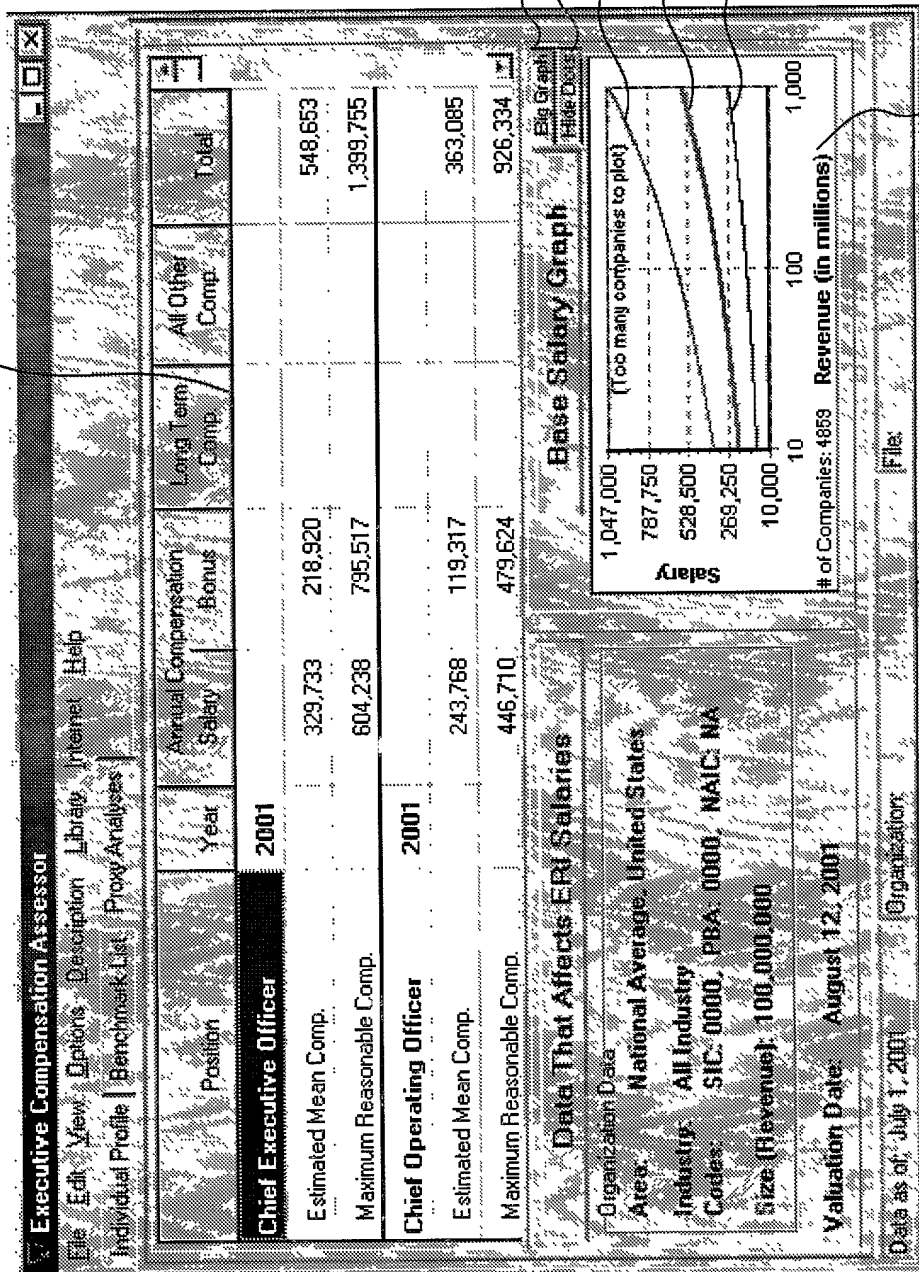


Fig. 4B

**Salary Adjustments** [?] [X]

**Organization Data**

Name: [ ] 412

Location (city): [National Average, United States] [Browse]

☒ Use the Geographic Assessor's Area Database of 5800+ Cities

Industry: [ ]

SIC Code: [7374] PBA Code: [0000] NAIC: [NA] [Browse] 414

Description: [All Industry]

Revenue: [100,000,000] ~ 416

**Salary Planning Date:** [4/ 6/2001] [v] **Adjustments:** [ ]

**Disk Operations**

[Load] [Save] 413a

[OK] [X Cancel] 413c

410

413b

Fig. 4C

408a

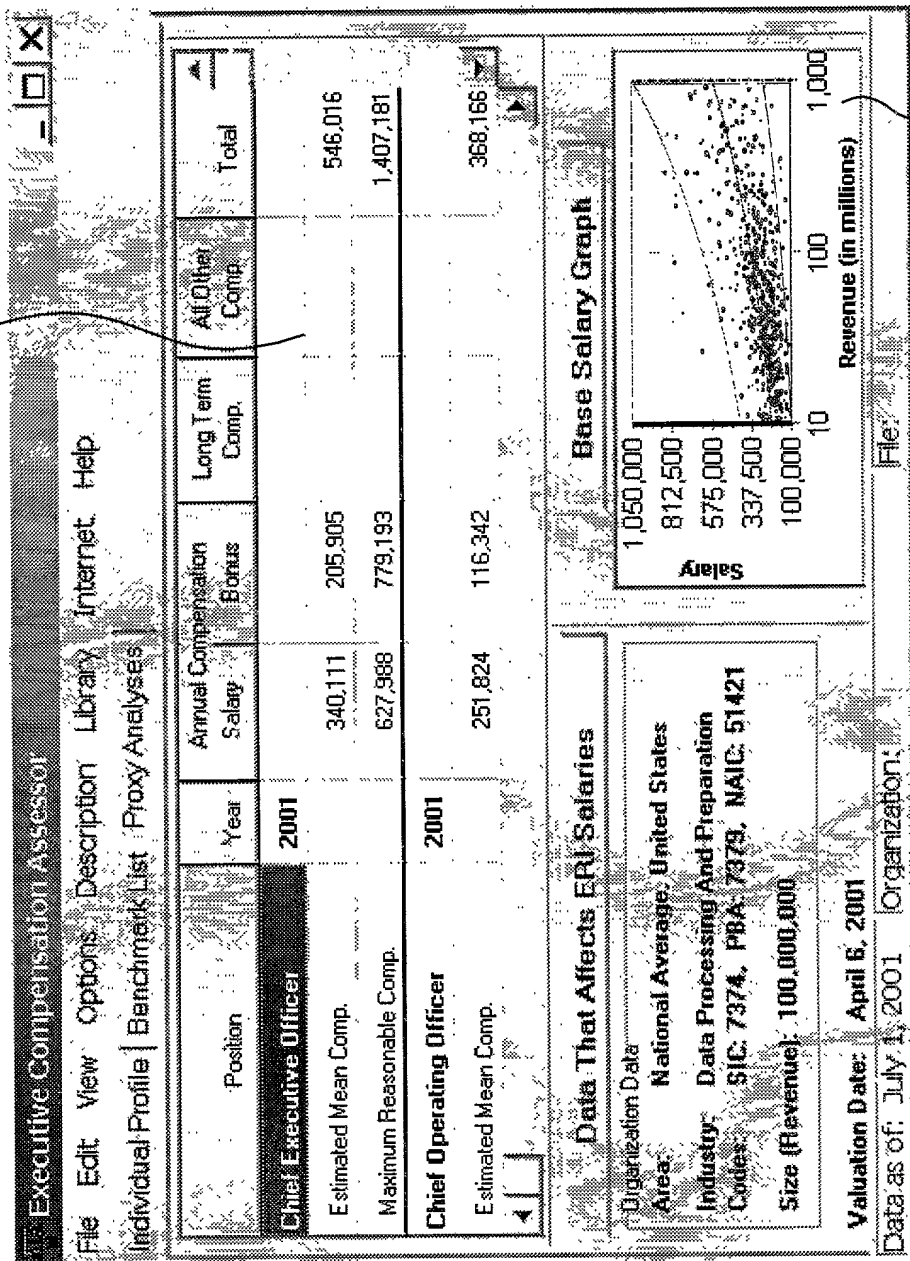


Fig. 4D

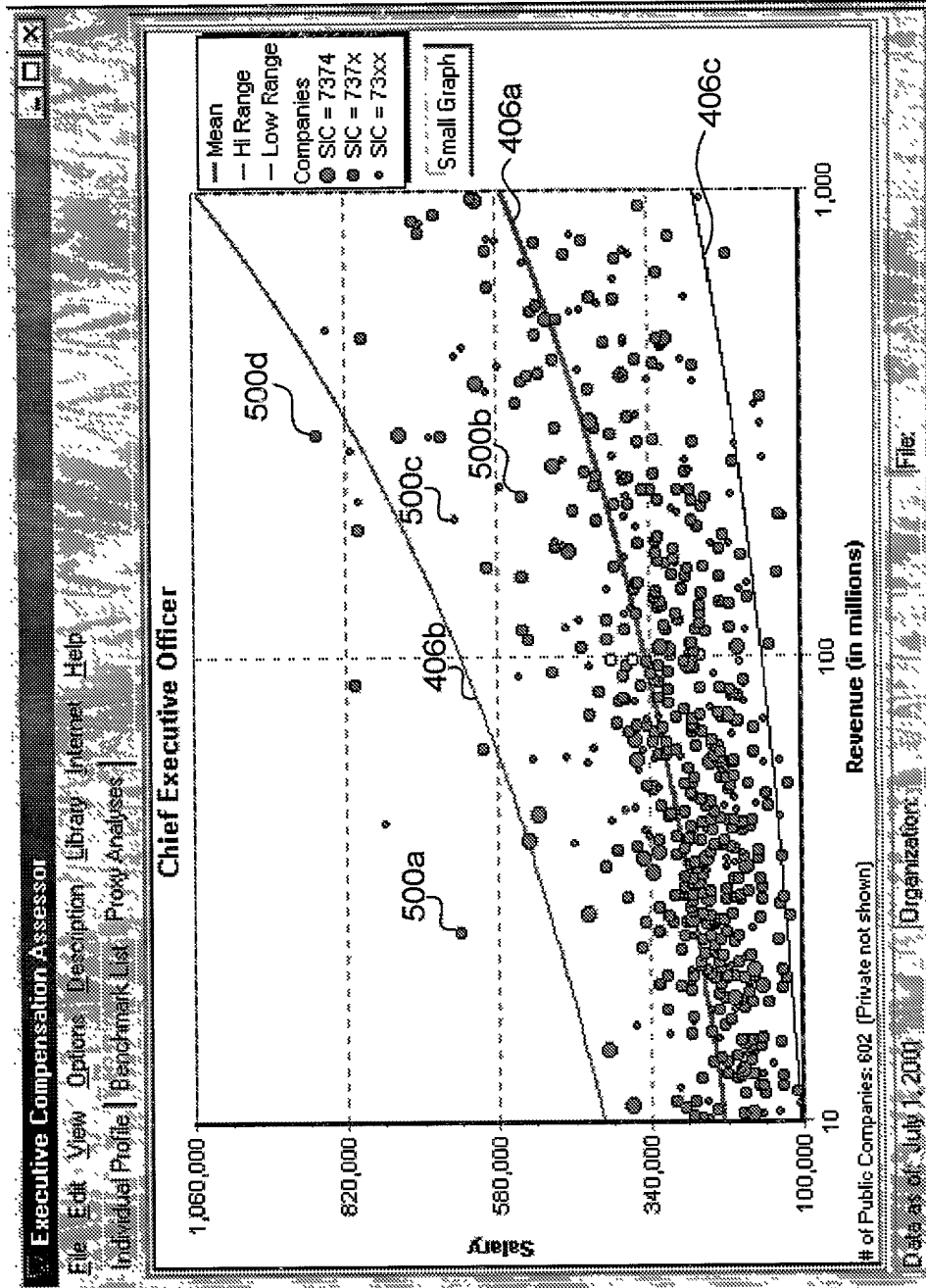


Fig. 5A



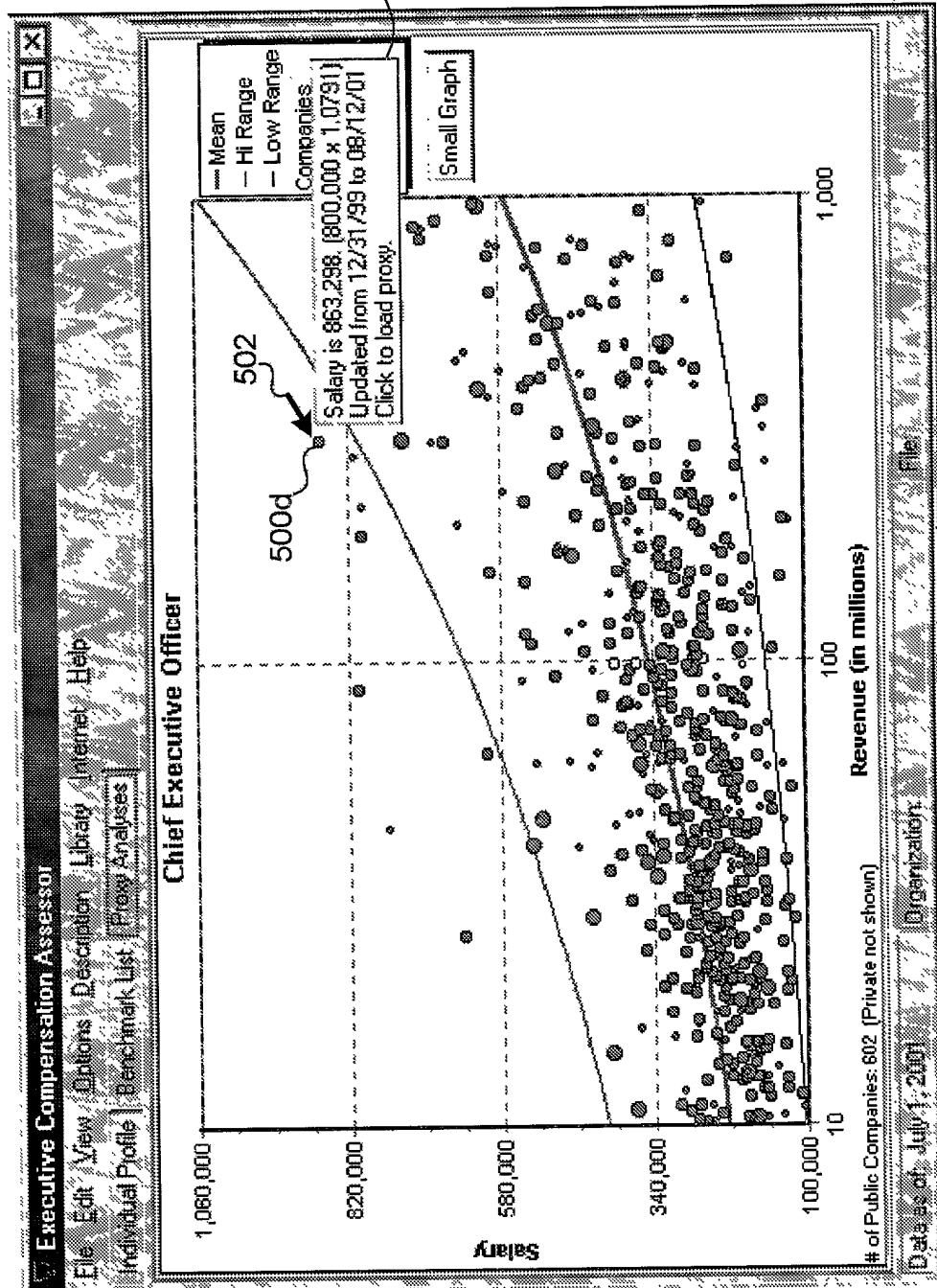


Fig. 5B

404a



Download 10-Ks from Internet

www.eri.net/clients?id=0000000

Complimentary Access For Assessor Subscribers

Available 10-Ks

Check a 10-K Year And Then Press The Download Button

☐ 1997

☐ 1998

☐ 1999

☐ 2000

516

Download

Cancel

518

List success

514

Fig. 5D

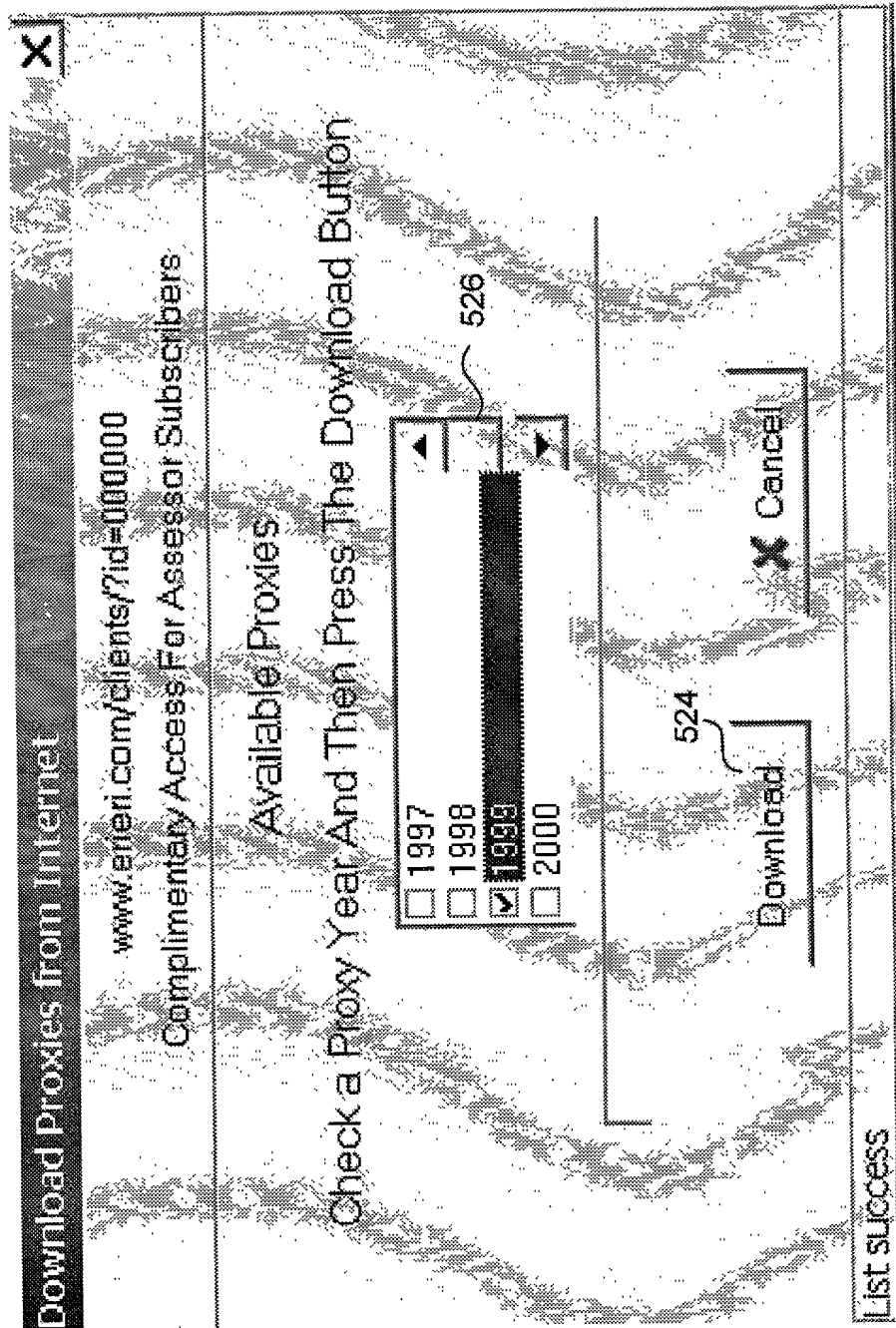


Fig. 5E





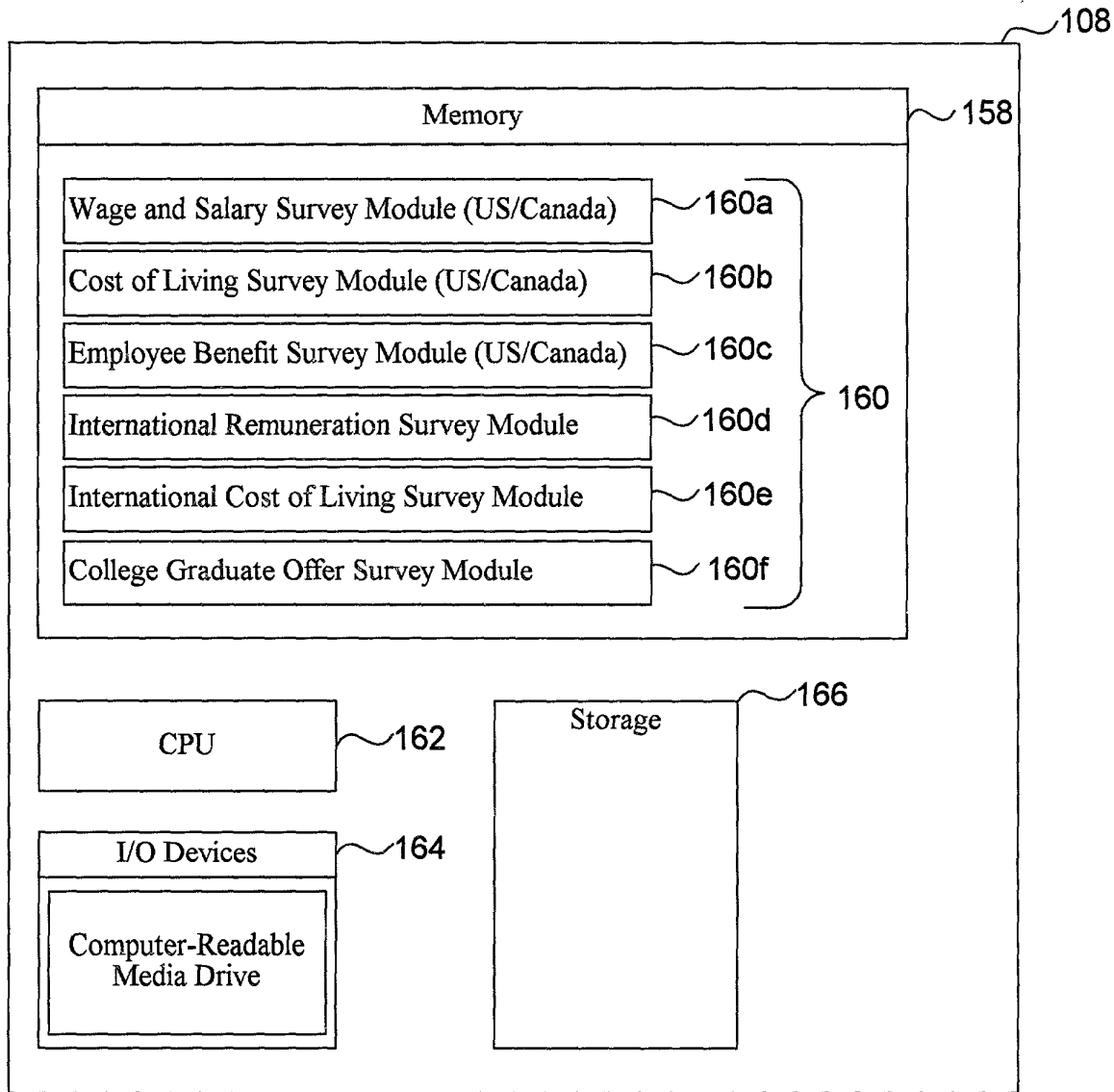
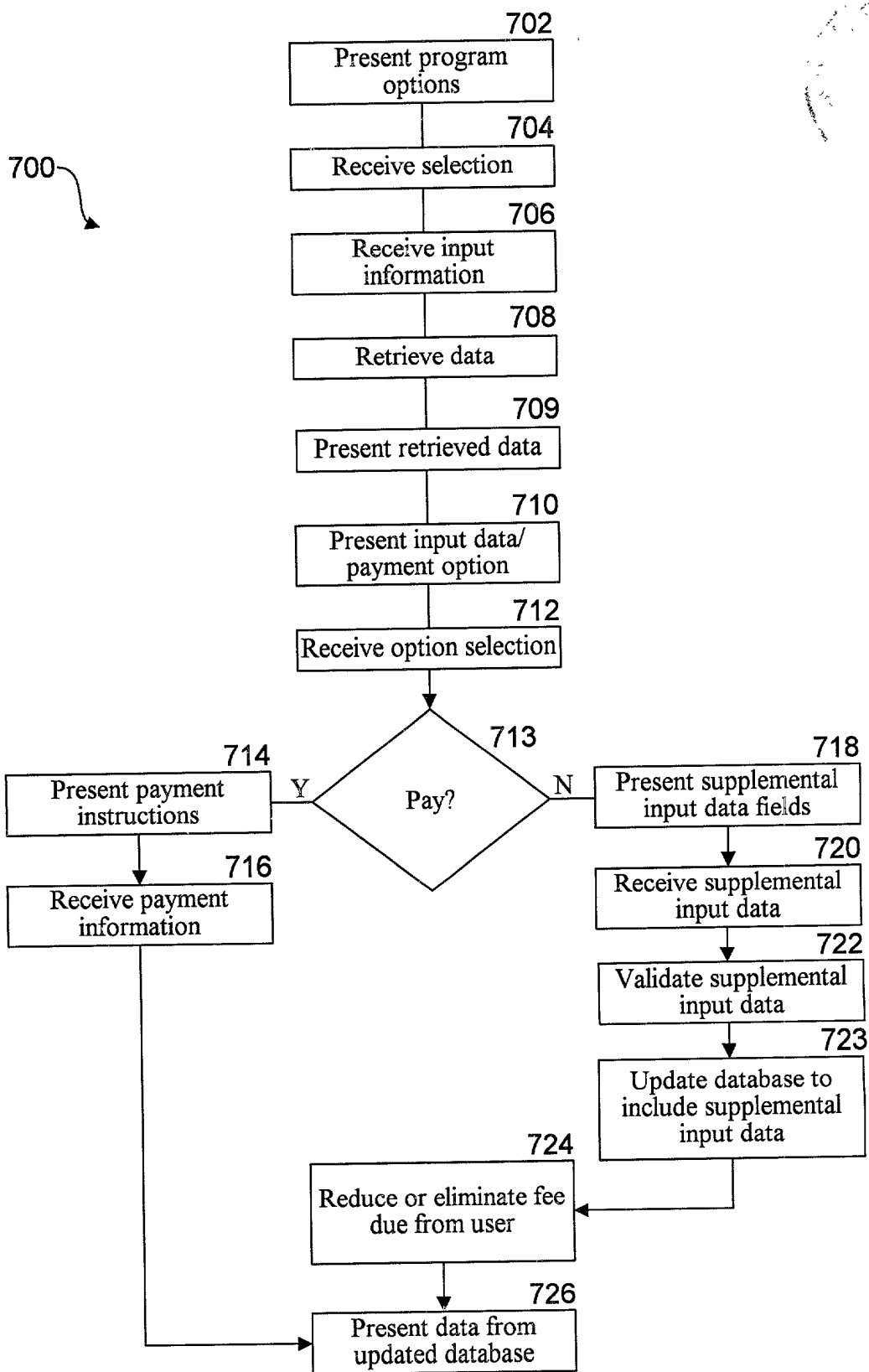



Fig. 6



**Fig. 7**





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**U.S./Canada Wage & Salary Report**

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey

Price ..... US \$18.00

**802**  **808** Enter a postal code now to jump to Step 4!  
Example Report Methodology **811**

Select your area/position. (Wait for the screen to refresh itself after each selection.)

**Step 1. Country**

United States  **806**

**Step 2. State/Province**

-Select a state/province-  **806**

**Step 3. City in Survey Area**

-Select a city-  **806**

**Step 4. Position**

-Select a position-  **806**

**Description - No Position Selected**

Alternate Titles

**810**

**816** Add to Cart

**Available Surveys**

U.S./Canada Wage & Salary  **804**

U.S./Canada Cost-of-Living

U.S./Canada Employees Benefits

International Remuneration

International Cost-of-Living

College Graduate Offer

CPAs click here!

**AICPA**

Affinity Program Provider

**818**

**800**

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Fig. 8A



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Please print this document now. Attempting to return to this page  
may require you to provide another payment.

SA1-193-48-00016-000007510 (1)

## U.S./Canada Wage & Salary Survey Report

### Search Results:

<b>Position Title:</b>	<b>Lan Administrator</b>	812
<b>Requested City:</b>	<b>Austin, Texas United States</b> <b>Austin-San Marcos, TX MSA</b>	
<b>Salary Survey Median:</b>	<b>62,645 UNITED STATES DOLLARS</b>	
<b>Survey/Source Name:</b>	SalariesReview U.S./Canada Internet Based Salary Survey	
<b>Survey Publisher:</b>	SalariesReview.com	
<b>Survey Publication Date:</b>	12-Aug-2001	
<b>Latest Data Collection Date:</b>	01-Jul-2001	
<b>Population:</b>	40	813
<b>Number of Organizations</b>	28	
<b>Salary Survey Area:</b>	Location: Austin, TEXAS, UNITED STATES Area: Austin-San Marcos, TX MSA Counties: BASTROP, CALDWELL; HAYS, TRAVIS, WILLIAMSON	

### Alternate Titles

Lan Administrator, Network (lan) Administrator, Local Area Network Administrator, Computer (lan) Administrator

### Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

**Fig. 8B**

## Position

### Incumbents

## Firms

**Low**

**Median**

**High**

## Bonus

- Lan Administrator

40

28

42,174

62,645

75,152

5,010

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (04 Jan 2000)

## **Methodology/Disclaimer**

Complete methodology for this report can be found at "[www.salariesreview.com/surveys/methodology1.cfm](http://www.salariesreview.com/surveys/methodology1.cfm)" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

Geographic Reference Report or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

Salary Assessor


Report Date: 12-Aug-2001

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

814

**Fig. 8C**



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**U.S./Canada Wage & Salary Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification All survey data is to be entered in the currency of the country.

**Available Surveys to Purchase**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

**Select Survey Area** [Quick Zip](#)  [Go](#)

**Step 1. Country**

**Step 2. State/Province**

**Step 3. City in Survey Area**

**Step 4. Position**

822

824

**Fill in the following information ... (in this country's currency)**

**Step 5. Your Email Address**

**Step 6. Enter years of experience in the job and annual salary.**  
Data should be that paid to an in-country national for the above position in the currency of the country.

1. Years of experience in the position

2. Annual salary now paid

3. Annual bonus/incentive now paid

826

828

830

832

**In-country currency**  
UNITED STATES  
DOLLARS


**Submit Data**

820



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Fig. 8D



**Available Surveys**


- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

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Reduce Costs to Input Data




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**SalariesReview.com** The Business of Pay Information

**U.S./Canada Cost of Living Report**



Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.



Price ..... US \$18.00



Quick Zip   Enter a postal code now to jump to Step 3!


[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

**Step 1. Country**  United States 

**Step 2. State/Province**  -Select a state/province- 

**Step 3. City in Survey Area**  -Select a city- 





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Fig. 9A



## Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

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Affinity Program Provider

# U.S./Canada Cost of Living Survey Report

## Search Results:

**Search Request:** NANAIMO, BRITISH COLUMBIA CANADA  
**Survey/Source Name:** SalariesReview International Cost-of-Living Internet Based Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Cost-of-Living Survey Area:** NANAIMO, CANADA  
 ERI OES AREA

**Table 1**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Reported Average		# of Observations
	U.S. DOLLARS	CANADIAN DOLLARS	
<b>For the Traveler - Temporarily Stationed Employee</b>			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	79	114	1
2. Hotel room - DAILY rate for average room - twin bed.	61	89	1
<b>Taxes -</b>			
3. Sales or Value-Added tax rate on Consumables.	5	7	1
4. Residence (owned) property tax/mill rates (/1000).	1	1	1

**Fig. 9B**

Consumables - Temporarily Stationed Employee				
5. Price of ONE loaf of bread.	2	3	1	
6. Price of ONE adult sized white T-shirt.	4	6	1	
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	3	4	1	
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	1	1	
Housing - Long Term Stationed Employee				
9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	1,194	1,731	1	
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	467	677	1	
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	242	351	1	
12. MONTHLY electrical rate per kilowatt hour.	6	8	1	
Services - Long Term Stationed Employee				
13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	70	101	1	
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	N/R	N/R	N/A	
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	573	831	1	
Transportation - Long Term Stationed Employee				
16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	1	2	1	
17. ANNUAL auto insurance as a % of auto value.	4	5	1	
18. ANNUAL auto registration plus fees as a % of auto value.	0	0	1	
Cost-of-Living Comparison - Long Term Stationed Employee				
19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A	
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A	
N/R = Not Reported; N/A = Not Applicable Exchange Rate = 1.45 CANADIAN DOLLAR per 1 U.S. Dollar (04 Jan 2000)				

904

Fig. 9C

Methodology/Description

Complete methodology for this report can be found at  
"www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

906

Report Date: 22-Feb-2000  
End of Report



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*Fig. 9D*





### U.S./Canada Cost-of-Living Survey Questionnaire

#### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)  
[International Remuneration](#)  
[International Cost-of-Living](#)  
[College Graduate Offer](#)

#### Available Questionnaires

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)  
[International Remuneration](#)  
[International Cost-of-Living](#)  
[College Graduate](#)

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To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

QuickZip

#### Step 1. Country

United States

#### Step 2. State/Province

Select a state/province

#### Step 3. City in Survey Area

Select a city

Fill in the following information in this country's currency

#### Step 4. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits

- |   | In-country currency<br>UNITED STATES<br>DOLLARS |
|---|---|
| 1. Hotel room - DAILY rate for average room - twin bed.   |   |
| 2. DAILY amount for meals and incidental expenses for the traveling businessperson.                                   |   |
| 3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).                         |   |
| 4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.   |   |
| 5. Price of ONE adult sized white T-shirt.  |   |
| 6. Price of ONE loaf of bread.  |   |
| 7. MONTHLY rent for 2 bedroom (~65 sq. meters or 900 sq. ft.).  |   |
| 8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.   |   |
| 9. MONTHLY utilities cost (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee). |   |
| 10. MONTHLY electrical rate per kilowatt hour.  |   |
| 11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).         |   |
| AVERAGE daily cost for a semi-private hospital room for a   |   |

**Fig. 9E**

910 →


12. AVERAGE daily cost for a semi-private hospital room for a non-national.
13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).
14. Sales or Value-Added tax rate on Consumables.
15. Residence (owned) property tax/mill rates (/1000).
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
17. ANNUAL auto insurance as a % of auto value.
18. ANNUAL auto registration plus fees as a % of auto value.


Submit Data



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Fig. 9F



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**U.S./Canada Employee Benefit Report**

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

**Price** ..... **US \$18.00**

**Click & Zip** [ ] Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

**Available Surveys**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

CPAs click here!

**ACPA**

Affinity Program Provider

**Reduce Cost of Input Data**

Select a survey area. (Wait for the screen to refresh itself after each selection.)

**Step 1. Country** [ United States ]

**Step 2. State/Province** [ -Select a state/province- ]

**Step 3. City in Survey Area** [ -Select a city- ]

**Add to Cart**

**1000**

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Fig. 10A



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### Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

## ERI Employee Benefits Survey Report

**Search Request:** Atlanta, Georgia United States Atlanta, GA MSA  
**Survey/Source Name:** SalariesReview U.S./Canada Internet Based Employee Benefits Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 15-Mar-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Number of Employees:** 11397  
**Number of Organizations:** 29  
**Employee Benefits Survey Area:** ATLANTA, GEORGIA, UNITED STATES  
 ATLANTA, GA MSA  
**Major Industry Represented:** All Industry

Category	Reported Averages	
Employee's Monthly Contribution		
<u>Type of Plan</u>	<u>Single</u>	<u>Family</u>
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)
Employer Monthly Medical and Dental Benefit Cost		
<u>Type of Plan</u>	<u>Single</u>	<u>Family</u>
Managed Care	165.05	455.35
Traditional	180.05	489.12

1002

**Fig. 10B**

Dental 21.65 57.32  
No Coverage 20.69 % 20.69 %

Payments for Time Not Worked		Number of Days			Carried Over
Years of Service	1	5	10	20	
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

**Other Benefits Offered to Employees**

	Organizations Offering Benefits
Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(k)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %


**Professional Service Costs**

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

1004

**Fig. 10C**

Report Date: 15-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000  
End of Report



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Employee Benefit Survey Questionnaire

1006

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (in this country's currency)

I. Enter Your Email Address

\*These are mandatory fields. You must enter information in these fields in order to submit your data.

0% Complete 1007

II. Enter the zip/postal code in which you have most of your employees.

III. Company Size (Number of employees eligible for medical coverage)

C	C	C	C	C	C	C	C
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500 +	

Continue

### Available Surveys to Purchase

- U.S./Canada Wage & Salary
- U.S./Canada Cost-of-Living
- U.S./Canada Employee Benefit
- International Remuneration
- International Cost-of-Living
- College Graduate Offer

### Available Questionnaires

- U.S./Canada Wage & Salary
- U.S./Canada Cost-of-Living
- U.S./Canada Employee Benefit
- International Remuneration
- International Cost-of-Living
- College Graduate

CPAs click here!



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Fig. 10D

 20% Complete

1008 →

IV. Check the industry for which you are providing data (more than one may be checked)

**All Industry**

☐ 9999 ALL INDUSTRY

**Agriculture, Forestry, Fishing & Mining**

☐ 100 AGRICULTURE, FORESTRY, AND FISHING

☐ 1000 MINING

☐ 1200 COAL MINING

☐ 1300 OIL AND GAS EXTRACTION

☐ 1400 NONMETALLIC MINERALS, EXCEPT FUELS

**Construction**

☐ 1599 CONSTRUCTION

☐ 1600 HEAVY CONSTRUCTION, EX. BUILDING

**Manufacturing**

☐ 2000 MANUFACTURING

☐ 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

☐ 2200 TEXTILE MILL PRODUCTS

☐ 2300 APPAREL AND OTHER TEXTILE PRODUCTS

☐ 2500 FURNITURE AND FIXTURES

☐ 2600 PAPER AND ALLIED PRODUCTS

☐ 2700 PRINTING AND PUBLISHING

☐ 2815 CHEMICALS AND ALLIED PRODUCTS

☐ 2830 DRUGS, MEDICINALS AND BOTANICALS

☐ 2900 PETROLEUM AND COAL PRODUCTS

☐ 3000 RUBBER AND MISC. PLASTICS PRODUCTS

☐ 3100 LEATHER AND LEATHER PRODUCTS


☐ 3200 STONE, CLAY, AND GLASS PRODUCTS

☐ 3300 PRIMARY METAL INDUSTRIES

☐ 3400 FABRICATED METAL PRODUCTS

☐ 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

**Fig. 10E**

- 1010 

**Fig. 10F**



<input type="checkbox"/> 7800	MOTION PICTURES
<input type="checkbox"/> 7900	AMUSEMENT & RECREATION SERVICES
<input type="checkbox"/> 8015	HEALTH SERVICES
<input type="checkbox"/> 8050	HOSPITALS
<input type="checkbox"/> 8200	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
<input type="checkbox"/> 8200	EDUCATIONAL SERVICES
<input type="checkbox"/> 8600	NONPROFIT ORGANIZATIONS
<input type="checkbox"/> 8710	ENGINEERING & MANAGEMENT SERVICES
<input type="checkbox"/> 8980	LEGAL SERVICES
<b>Government</b>	
<input type="checkbox"/> 9000	PUBLIC ADMINISTRATION

1012

Continue...

**Fig. 10G**

V. Employee's Monthly Contribution				
	Single	Family	Not Known	
Managed Care (HMO/ National or State Plan)	6	9	12	
PPO, Indemnity	7	10		
Dental	8	11	13	

1014

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)				
	Single	Family	No Coverage	
Managed Care (HMO)	45	48	51	
Traditional (PPO, Indemnity)	46	49		
Dental	47	50	52	

1015

VII. Payments For Time Not Worked?						
Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service						
Vacation	29	30	31	32	27	33
Sick Leave	34	35	36	37	28	38
Holidays	39					40
Personal Leave	41					42

1016

VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 16	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement-ESOP 25
	<input type="checkbox"/> Long Term Care 26


1018

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	54	53
Cost of visit to doctor's office (Patient examination) before insurance	55	
Cost of visit to dentist's office (Routine examination) before insurance	56	

1020

Fig. 10H



Our Story | **Surveys** | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information

**International Remuneration Report**


Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.


Price . . . . . **US \$18.00**

**Available Surveys**

- U.S./Canada Wage & Salary
- U.S./Canada Cost-of-Living
- U.S./Canada Employee Benefit
- International Remuneration
- International Cost-of-Living
- College Graduate Offer

CPAs click here!

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**Example Report Methodology**

Select a area/position. (Wait for the screen to refresh itself after each selection.)

**Step 1. Country**

**Step 2. City in Survey Area**


**Step 3. Position**

**Description - No Position Selected**

Alternate Titles

**Add to Cart**

**1100**



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Patent Pending.  
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Fig. 11A



#### Available Surveys

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)

[International Remuneration](#)  
[International Cost-of-Living](#)

CPAs click here!  
  
 Affinity Program Provider

## International Remuneration Survey Report

### Search Results:

**Position Title:** General Clerk  
**Requested City:** TAMPERE, FINLAND  
**Salary Survey Median:** 101,351 MARKKAA (FINNMARK)  
**Survey/Source Name:** SalariesReview International Internet Based Salary Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Population:** 10  
**Number of Organizations:** 5  
**Salary Survey Area:** TAMPERE, FINLAND

### Alternate Titles

General Clerk; Office Clerk; Clerk General

### Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

1102

**Fig. 11B**

Table 1

Currency: U.S. DOLLARS						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0
Country of Origin Currency: MARKKAA (FINNMARK)						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	73,986	101,351	124,662	0

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKAA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

**Methodology/Description**

Complete methodology for this report can be found at  
["www.salariesreview.com/surveys/methodology1.cfm"](http://www.salariesreview.com/surveys/methodology1.cfm) or by clicking the Methodology link above.

**Complete Reports and In-Depth Analyses**

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:  
[International Reference Report](#) or  
[Relocation Assessor](#)
- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
[Relocation Assessor](#)

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



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**Fig. 11C**



### International Remuneration Survey Questionnaire

#### Available Surveys to Purchase

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

#### Available Questionnaires

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate](#)

CPAs click here!



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To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

- Step 1. Country**
- Step 2. City in Survey Area**
- Step 3. Position**

#### Fill in the following information ... (in this country's currency)

**Step 4. Your Email Address**

**Step 5. Enter years of experience in the job and annual salary.**  
Data should be that paid to an in-country national for the above position in the currency of the country.

In-country currency

- Years of experience in the position.
- Annual salary now paid.
- Annual bonus/incentive now paid.


**Submit Data**

1106



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**Fig. 11D**



ERI  
ECONOMIC  
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Our Story | **Surveys** | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information

**International Cost of Living Report**

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.


Price ..... US \$18.00


**Available Surveys**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

[Example Report](#) [Methodology](#)


Select a survey area. (Wait for the screen to refresh itself after each collection.)

**Step 1. Country** [-Select a country-] 

**Step 2. City in Survey Area** [-Select a city-] 

**Add to Cart**


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 AICPA

Affinity Program Provider

**Reduce Cost of Living Data**

1200



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Fig. 12A



Our Story

Salaries

Decision Map

Shopping Cart

Feedback

**SalariesReview.com** The Business of Pay Information

### Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

## International Cost of Living Survey Report

### Search Results:

**Search Request:** VICTORIA, HONG KONG

**Survey/Source Name:** SalariesReview International Cost-of-Living Internet Based Survey

**Survey Publisher:** SalariesReview.com

**Survey Publication Date:** 22-Feb-2000

**Latest Data Collection Date:** 01-Jan-2000

**Cost-of-Living Survey Area:** VICTORIA, HONG KONG

### Table 1

1202

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		# of Observations
	U.S. DOLLARS	HONG KONG DOLLARS	
<b>For the Traveler - Temporarily Stationed Employee</b>			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	161	1,256	1
2. Hotel room - DAILY rate for average room - twin bed.	345	2,683	1

**Fig. 12B**



**Taxes -**

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

**Consumables - Temporarily Stationed Employee**

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

**Housing - Long Term Stationed Employee**

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

**Services - Long Term Stationed Employee**

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

**Transportation - Long Term Stationed Employee**

1204

**Fig. 12C**

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	2	19	1
17. ANNUAL auto insurance as a % of auto value.	1	6	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	1	1
<b>Cost-of-Living Comparison - Long Term Stationed Employee</b>			
19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable  
Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

### Methodology/Description

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology4.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:  
International Reference Report or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
Relocation Assessor

Report Date: 22-Feb-2000  
Country-of-origin values based on exchange rates effective 04-Jan-2000  
End of Report

**Fig. 12D**



**International Cost of Living Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

**Available Surveys to Purchase**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

**Select Survey Area**

**Step 1. Country**

**Step 2. City in Survey Area**

**Fill in the following information ... (In this country's currency)**

**Step 3. Your Email Address**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area) Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

**Available Questionnaires**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate](#)

CPAs click here!



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**In-country currency**

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.


**Fig. 12E**

13.	Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).....	
14.	Sales or Value-Added tax rate on Consumables.....	
15.	Residence (owned) property tax/mill rates (1000).....	
16.	1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).....	
17.	ANNUAL auto insurance as a % of auto value.....	
18.	ANNUAL auto registration plus fees as a % of auto value.....	

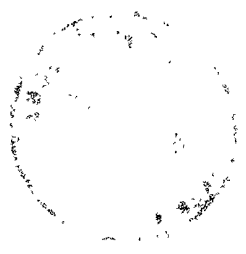
Submit Data

1210

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Fig. 12F



Our Story | Surveys | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information

**College Graduate Offer Report**

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and international locations. (Data is gathered for 2,750 international and 2,350 U.S. colleges and universities.)

Price ..... US \$18.00

QuickZip [ ] Enter a postal code now to jump to Step 4! (U.S. and Canada only)

Example Report Methodology

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country of Employment Offer

United States

Step 2. Equivalent Degree

Bachelors

Step 3. Discipline

-Select a degree/discipline-

Add to Cart

#### Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost of Living

U.S./Canada Employee Benefit

International Remuneration

International Cost of Living

College Graduate Offer

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Affinity Program Provider

Reduce

Cost

Output

Data

1300

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Fig. 13A



## Available Surveys

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)  
[International Remuneration](#)  
[International Cost-of-Living](#)  
[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

Reduce  
Cost  
Input  
Data

1302

## U.S./Canada Wage & Salary Survey Report

### Search Results:

**Position Title:**

**Requested City:**

**Salary Survey Median:**

**Survey/Source Name:**

**Survey Publisher:**

**Survey Publication Date:**

**Latest Data Collection Date:**

**Population:**

**Number of Organizations:**

**Salary Survey Area:**

Lan Administrator

Austin, Texas United States

Austin-San Marcos, TX MSA

63,303 UNITED STATES DOLLARS

SalariesReview U.S./Canada Internet Based Salary Survey

SalariesReview.com

30-Mar-2000

01-Jan-2000

49

34

Location: Austin, TEXAS, UNITED STATES

Area: AUSTIN-SAN MARCOS, TX MSA

Counties: BASTROP; CALDWELL; HAYS; TRAVIS;

WILLIAMSON

### Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

### Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 13B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS						
Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable  
Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

### Methodology/Disclaimer

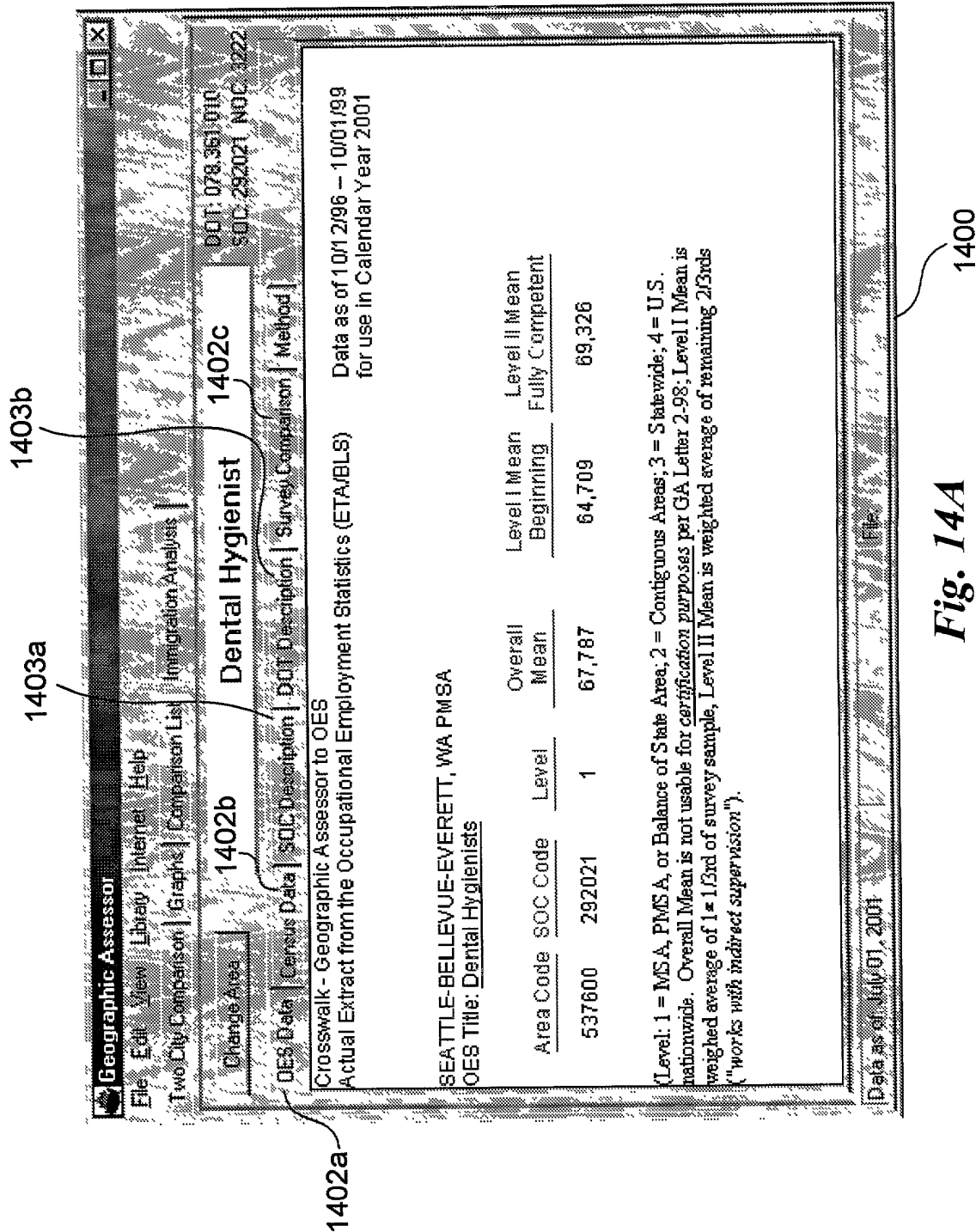
Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the: [Geographic Reference Report](#) or [Salary Assessor](#)
- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the: [Salary Assessor](#)

Report Date: 30-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report





**Geographic Assessor**

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area: **Dental Hygienist** DOT: 878.361-810 SOC: 292021 NDC: 3222

DES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Survey Position Title: **Dental Hygienist** Search

☒ Retrieve Latest Salaries Review Salary Median Estimate (free) Submit

☐ Retrieve Watson Wyatt Salary Survey (for fee)

Pay by Survey or Rate by Pay

Weighted Average: 0 ERI's Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate

Survey/Source Name:

Survey Publisher:

Survey Publication Date: 1/ 1/00 ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data, indicates a projected median less than

Survey Data Effective Date: 1/ 1/00

Data as of: April 01, 2001 File:

1404

**Fig. 14B**

Geographic Assessor		File Edit View Library Internet Help	
Two City Comparison		Graphs	Comparison List Immigration Analysis
Change Area		Dental Hygienist	
DOT 578.361-010		SOC 23021- NOC 3222	
DES Data		Census Data	SOC Description
DOT Description		Survey Comparison	Method
Survey Position Title		Dental Hygienist	Search
<input checked="" type="checkbox"/> Retrieve Latest Salaries Review Salary Median Estimate (free)		Submit	7966 of 0 retrieved Download Succeeded Transaction Completed Disconnected
<input type="checkbox"/> Retrieve Watson Wyatt Salary Survey (for fee)		Cancel	
Review Survey Report Page		1406	
Salary Survey Median		52,340	ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.
Survey/Source Name		ERI U.S./Canada Internet Based Salary Survey	
Survey Publisher		ERI Economic Research Institute	
Survey Publication Date		8/12/01	ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data, indicates a projected median less than the published OES Level II (approximately the 56th percentile) for this job. Review Survey Sources, call (800) 292-2581, or referral to consulting firms that offer commissioned survey retrieval services.
Survey Data Effective Date		8/1/01	
Number of Employees		1,249	
Number of Organizations		490	
Survey Page Number		4,026	
Employer Location		Everett, Washington	
Salary Survey Area		Island, King, Snohomish	
OES Area		SEATTLE-BELLEVUE-EVERETT, WA PMSA	
Survey Position Description		Dental Hygienist	
Data as of: April 01, 2001		File:	

**Fig. 14C**

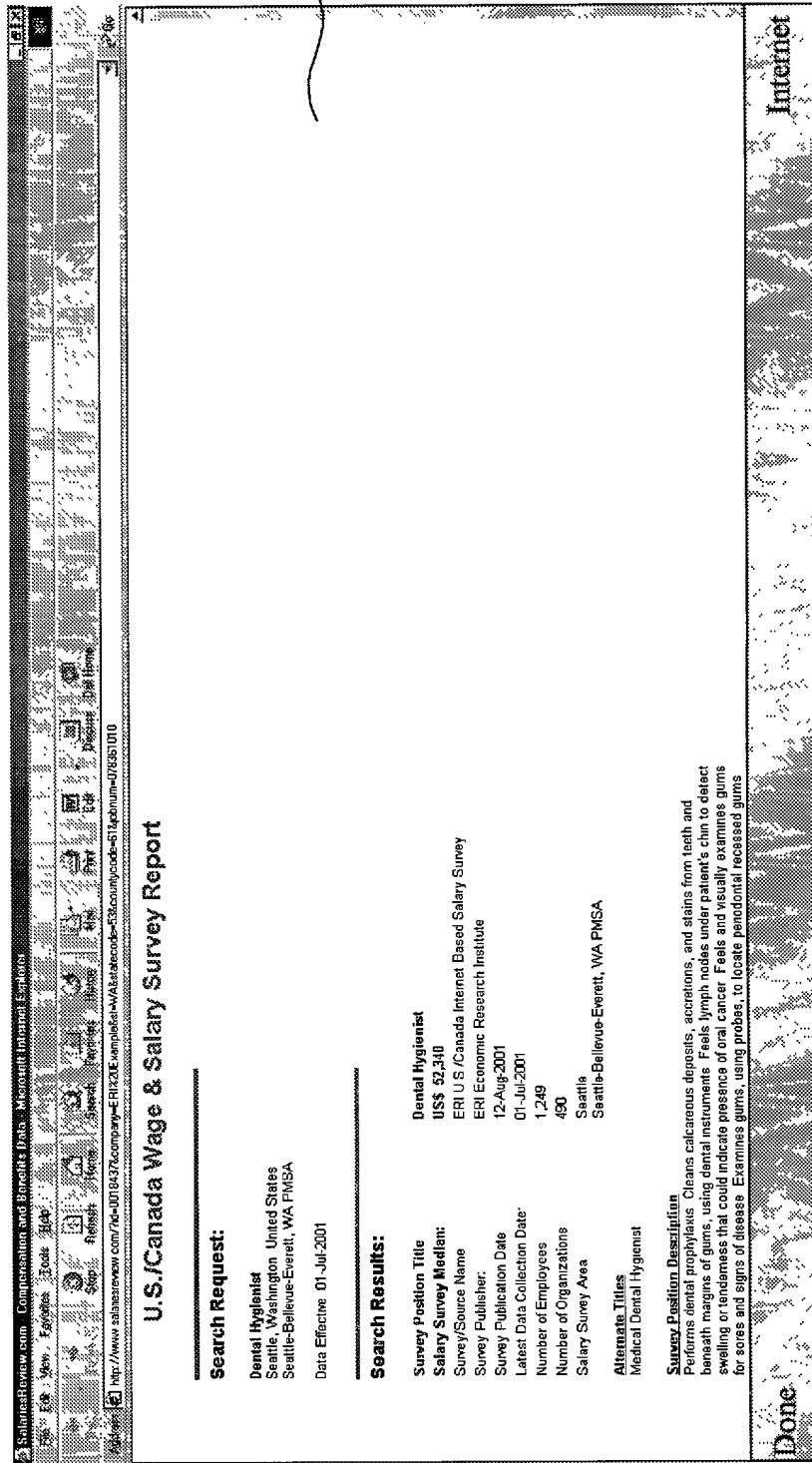


Fig. 14D